



Board of Commissioners of Cook County

Legislation and Intergovernmental Relations Committee

Wednesday, September 12, 2018

9:15 AM

**Cook County Building, Board Room
118 North Clark Street, Chicago, Illinois**

NOTICE AND AGENDA

There will be a meeting of the Committee or Subcommittee of the Board of Commissioners of Cook County at the date, time and location listed above to consider the following:

PUBLIC TESTIMONY

Authorization as a public speaker shall only be granted to those individuals who have submitted in writing, their name, address, subject matter, and organization (if any) to the Secretary 24 hours in advance of the meeting. Duly authorized public speakers shall be called upon to deliver testimony at a time specified in the meeting agenda. Authorized public speakers who are not present during the specified time for public testimony will forfeit their allotted time to speak at the meeting. Public testimony must be germane to a specific item(s) on the meeting agenda, and the testimony must not exceed three minutes; the Secretary will keep track of the time and advise when the time for public testimony has expired. Persons authorized to provide public testimony shall not use vulgar, abusive, or otherwise inappropriate language when addressing the Board; failure to act appropriately; failure to speak to an item that is germane to the meeting, or failure to adhere to the time requirements may result in expulsion from the meeting and/or disqualify the person from providing future testimony.

[18-5790](#)

COMMITTEE MINUTES

Approval of the minutes from the meeting of 07/25/2018

[18-4863](#)

Sponsored by: TONI PRECKWINKLE (President), Cook County Board of Commissioners

PROPOSED RESOLUTION

**DISSOLUTION OF RESOLUTION 99-R-178 AND THE REVOCATION OF THE
AUTHORITY OF THE HUMAN RESOURCE'S BUREAU CHIEF TO CREATE AN
AFFIDAVIT OF DOMESTIC PARTNERSHIP**

WHEREAS, the Cook County Board of Commissioners (“Board”) are committed to nondiscrimination in the workplace; and

WHEREAS, the Board created and adopted the Cook County Employee Domestic Partnership Benefit Resolution in June 2008; and

WHEREAS, the resolution gave the Bureau Chief of the Bureau of Human Resources the authority to create an affidavit when presented with sufficient documentation made by an employee who self-identified as being in a domestic partnership eligible to receive the same Health Insurance Benefits and Leave Benefits for their partner’s unmarried dependents and immediate family, respectively; and

WHEREAS, in 2011 the State of Illinois enacted Public Act 96-1513, the Illinois Religious Freedom Protection and Civil Union Act, that provided adequate procedure or the certification and registration of a civil union and provided persons entering into a civil union with the obligations, responsibilities, protections and benefits afforded or recognized by the law of Illinois to spouses; and

WHEREAS, in 2014 the State of Illinois enacted Public Act 98-0597, the Illinois Religious Freedom and Marriage Fairness Act that provided same-sex and different-sex couples and their children equal access to the status, benefits, protections, rights and responsibilities of civil marriage; and

WHEREAS, Cook County employee health benefits coverage for dependents remains accessible with all legislated partner or spouse designations; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Cook County that Resolution 99-R-178 be dissolved; and

BE IT FURTHER RESOLVED that the authority given to the Bureau Chief of the Bureau of Human Resources to create an Affidavit of Domestic Partnership with sufficient documentation that would provide eligibility for Health Insurance and Leave Benefits for an employee’s domestic partner and the domestic partner’s unmarried dependent and immediate family, respectively, is revoked effective immediately; and

BE IT FURTHER RESOLVED that the impacted Cook County employees will be provided sufficient notice to provide documentation as evidence of continued benefits eligibility for their dependents in conjunction with the Department of Risk Management's 2019 Open Enrollment period.

AMENDMENT TO RESOLUTION 99-R-178

(Comm. No. 294614)

Sponsored by

**~~THE HONORABLE TODD H. STROGER, PRESIDENT,
COOK COUNTY BOARD OF COMMISSIONERS and THE HONORABLE MIKE~~**

QUIGLEY, COUNTY COMMISSIONER

Co-Sponsored by

~~THE HONORABLE FORREST CLAYPOOL, ROBERTO MALDONADO AND~~

~~LARRY SUFFREDIN, COUNTY COMMISSIONERS~~

~~COOK COUNTY EMPLOYEE DOMESTIC PARTNERSHIP BENEFITS RESOLUTION~~

~~WHEREAS, the Cook County Board of Commissioners is committed to fairness and nondiscrimination in the workplace; and~~

~~WHEREAS, the County of Cook, Illinois ("County") is a home rule unit pursuant to Section 6(a) of Article VII of the 1970 Constitution of the State of Illinois and is constitutionally authorized to exercise any power and perform any function pertaining to its government and affairs; and~~

~~WHEREAS, the recruitment, hiring, retention and compensation of County Employees and the terms, privileges and conditions of their employment are matters pertaining to the County's government and affairs; and~~

~~WHEREAS, many private companies, including approximately 500 Fortune 1000 companies, and many units of local government, as well as numerous colleges and universities, provide health insurance and other benefits to Employees for their domestic partners; and~~

~~WHEREAS, the County desires to offer benefits similar to benefits offered by private employers and other public employers to allow the County to attract and retain high quality public sector employees; and~~

~~WHEREAS, the County has home rule authority to provide County Employees with Qualified Domestic Partners, as defined herein, comparable benefits to those the County provides to Employees with spouses.~~

~~NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF COOK COUNTY, ILLINOIS, AS FOLLOWS:~~

~~SECTION I TITLE~~

~~This Resolution shall be known and may be cited as the Cook County Employee Domestic Partnership Benefits Resolution.~~

~~SECTION II DEFINITIONS~~

~~As used in this Resolution:~~

~~A. "Affidavit of Domestic Partnership" means an affidavit in the form specified by the Chief of the~~

~~Bureau of Human Resources.~~

- B. ~~“Employee” means a person who receives compensation from the County and is eligible for Health Insurance Benefits and Leave Benefits.~~
- C. ~~“Health Insurance Benefits” means all health insurance coverage, including vision and dental insurance benefits and employee assistance program benefits that the County provides to its Employees.~~
- D. ~~“Leave Benefits” means leave that the County provides to its Employees.~~
- E. ~~“Qualified Domestic Partner” means a person who is the domestic partner of an Employee and who satisfies the conditions set forth in Section III (C) of this Resolution.~~

~~SECTION III BENEFITS AND ELIGIBILITY~~

- A. ~~An Employee who presents a satisfactory Affidavit of Domestic Partnership to the Chief of the Bureau of Human Resources shall be eligible to receive the same Health Insurance Benefits for his or her domestic partner and the domestic partner’s unmarried dependents as the County provides to an Employee for his or her spouse and the spouse’s unmarried dependents.~~
- B. ~~An Employee who presents a satisfactory Affidavit of Domestic Partnership to the Chief of the Bureau of Human Resources shall be eligible to receive the same Leave Benefits with regard to his or her domestic partner or a member of the domestic partner’s immediate family as the County would provide to an Employee with regard to his or her spouse or a member of the spouse’s immediate family.~~
- C. ~~An Employee shall be eligible to receive Health Insurance Benefits and Leave Benefits as set forth above in Section III (A) and (B) if the Employee and his or her domestic partner state in an Affidavit of Domestic Partnership that:~~
- ~~1. The Employee and the domestic partner are each other’s sole domestic partner and each is responsible for the other’s common welfare; and~~
 - ~~2. Neither the Employee nor the domestic partner is married as marriage is defined under Illinois law; and~~
 - ~~3. The Employee and the domestic partner do not have a blood relationship that would otherwise bar marriage in the State of Illinois; and~~
 - ~~4. Both the Employee and the domestic partner are at least 18 years of age, are the same sex, and~~

reside at the same residence; and

5. ~~At least two of the following four conditions exist:~~

- ~~a. The Employee and the domestic partner have resided together during the twelve (12) month period preceding the filing of the Affidavit of Domestic Partnership;~~
- ~~b. The Employee and the domestic partner own a residence in either common or joint tenancy;~~
- ~~c. The Employee and the domestic partner have at least two of the following arrangements:
 - ~~i. A joint title to a motor vehicle;~~
 - ~~ii. A joint credit account;~~
 - ~~iii. A joint checking account;~~
 - ~~iv. A lease for a residence identifying both the Employee and the domestic partner as tenants;~~~~
- ~~d. The domestic partner is identified as a primary beneficiary in the Employee's will.~~

~~6. The Employee and his or her domestic partner recognize that to remain eligible to receive the Health Insurance Benefits and Leave Benefits as set forth in Sections III (A) and (B) of this Resolution, the conditions set forth in the Affidavit of Domestic Partnership must continue to be satisfied.~~

~~D. The Employee must notify the Chief of the Bureau of Human Resources in writing within thirty (30) days of any change in the circumstances which have been attested to in the Affidavit of Domestic Partnership. Within thirty (30) days of receipt of such notice, or as soon as practicable thereafter, the Chief shall issue a written determination as to whether the Employee is eligible to receive Health Insurance Benefits and Leave Benefits as set forth in Section III (A) and (B) above. If the Chief determines that the Employee is no longer qualified and eligible to receive these benefits, all benefits accruing to the Employee's domestic partner and the partner's dependent children, except those benefits accruing as a result of the Employee's death, shall be terminated no less than thirty (30) days after the date of the Chief's written determination. The Chief shall immediately provide written notice to the Employee and the domestic partner of this termination.~~

~~SECTION IV RULES AND REGULATIONS~~

~~The Chief of the Bureau of Human Resources is authorized to promulgate rules and regulations to effectuate the purposes of this Resolution.~~

~~SECTION V SEVERABILITY~~

~~If any section, paragraph or provision of this Resolution shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph or provision shall not affect any of the remaining provisions of this Resolution.~~

~~SECTION VI EFFECTIVE DATE~~

~~This resolution goes into effect immediately upon passage.~~

Legislative History : 7/25/18 - Board of Commissioners - refer to the Legislation and Intergovernmenta

[18-3674](#)

Sponsored by: TONI PRECKWINKLE (President), Cook County Board of Commissioners

PROPOSED ORDINANCE AMENDMENT

ALIGNING EMPLOYEE BENEFITS FOR MILITARY SERVICE WITH STATE AND FEDERAL LAW

BE IT ORDAINED, by the Cook County Board of Commissioners, that CHAPTER 44 HUMAN RESOURCES, ARTICLE III VACATION AND SICK LEAVE, SECTION NUMBER(S) 44-95, 44-97, 44-101, 44-102, AND ARTICLE IV PENSIONS, SECTION NUMBER 44-132 of the Cook County Code are hereby amended as Follows:

Sec. 44-95. - Military ~~L~~Leave. All eligible employees under the jurisdiction of County Officers on an authorized military leave shall be afforded employment related protections and benefits, in accordance with State and Federal law, provided that any procedural requirements imposed by the applicable employing County officer have been met.

(a) Military Service Leave. Any eligible full-time or part-time County employee who has at least six months or more of continuous actual is called to perform uniformed services, whether in the reserves or on active duty, service and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States shall be entitled to leave of absence with full pay for limited service in field training, cruises, and kindred recurring obligations employment related protections and benefits, in accordance with State and Federal law, provided that any procedural requirements imposed by the County have been met. Such leave will normally be limited to 15 days in

~~each year. Subject to certain exceptions under the applicable laws, these benefits are generally limited to five (5) years of leave of absence.~~

(b) Family Military Leave. In accordance with the Illinois Family Military Leave Act, 820 ILCS 151/1, et seq., the County provides eligible employees with up to 30 days of unpaid family military leave during the time federal or state deployment orders are in effect, provided that such employee has exhausted all accrued vacation leave, personal leave, compensatory leave and any other leave granted to the employee, except sick and disability leave. The number of days of leave provided under the Illinois Family Military Leave Act will be reduced by the number of days of qualifying exigency leave provided under the Family Medical Leave Act

Sec. 44-97. - Records of ~~personal days, sick, vacation and military~~ leave.

~~(a) For employees under the jurisdiction of the County Board, records of personal days, sick, vacation, and military leave shall be maintained by the Civil Service Commission.~~

~~(b) For employees not under the jurisdiction of the County Board, records of personal days, sick, vacation and military leave shall be maintained by the department head.~~

Records of personal days, sick, vacation, and any other approved leave including but not limited to bereavement leave, family and medical leave, military leave, and family military leave shall be maintained by each County office or department in the Cook County Time and Attendance System.

Sec. 44-101. - Employees' annuity and benefit fund contribution for employees in armed forces.

The County Board shall annually provide in its annual appropriation bill sufficient funds to make contributions for such employees based on the same percentage of the salaries of such employees as at the time of entering such military ~~or naval service or training~~ service leave for the period of their compulsory or voluntary service to the State or Federal government, and that all such employees at the conclusion of such military service leave, be restored to their positions as required by State and Federal law.

Sec. 44-102. - ~~Status of employees in armed forces.~~ Reserved.

~~(a) All employees under the jurisdiction of the County officers, other than the County Board of Commissioners, who serve in the military or naval forces of the United States, either voluntarily or by~~

~~reason of the Conscription Act, have their positions, seniority and status preserved the same as any other County employee.~~

~~(b) All County employees including Forest Preserve employees under the jurisdiction of County officers, other than the Board of Commissioners, who serve in the military or naval forces of the United States, either voluntarily or by reason of the Conscription Act, have their positions, seniority and status preserved the same as any other County employee.~~

Sec. 44-132. - Contribution for employees in armed forces._

The Board shall annually provide in its annual appropriation bill sufficient funds to make contributions for such employees based on the same percentage of the salaries of such employees as at the time of entering such military service leave for the period of their compulsory or voluntary service to the State or Federal government, and that all such employees at the conclusion of such military service leave, be restored to their positions as required by State and Federal law.

Effective date: This ordinance shall be in effect immediately upon adoption

Legislative History : 7/25/18 - Board of Commissioners - refer to the Legislation and Intergovernmenta

[18-3239](#)

Sponsored by: TONI PRECKWINKLE (President), Cook County Board of Commissioners

PROPOSED ORDINANCE AMENDMENT

**ALIGNING THE COOK COUNTY SICK LEAVE ORDINANCE WITH THE CURRENT
EMPLOYEE SICK LEAVE POLICY**

BE IT ORDAINED, by the Cook County Board of Commissioners, that Chapter 44, Human Resources, Article III Vacation and Sick Leave, Section 44-93 - Sick Leave is hereby amended as follows:

Sec. 44-93. - Sick leave.

(a) Eligible employees may use sick leave for illness, disability incidental to pregnancy or nonjob related injury to the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability, or injury, in the immediate family of the employee. Eligible employees on maternity or paternity leave may use sick leave during the first four (4) to eight (6) weeks following childbirth, depending on the type of delivery. Use of sick leave during maternity or paternity leave may be

extended upon the Leave Coordinator's receipt of a medical statement indicating that the employee is unable to return to work due to medical reasons.

~~(a)~~ (b) Sick leave is granted by Cook ~~the~~ County because an employee is unable to perform his/her assigned duties, or because his/her presence at ~~his place of~~ work would jeopardize the health of co-workers. Accordingly, sick leave shall not be used for any purpose other than to cover an absence related illness and shall not be used as additional vacation leave.

(c) All eligible employees shall be granted sick leave with pay at the rate of one working day for each month of service. A month of service is one in which an employee is in a pay status for at least 15 working days in a calendar month. All eligible employees on a part-time work schedule shall be granted sick leave with pay proportionate to the time worked per pay period. Sick leave may be accumulated to equal, but at no time to exceed, one hundred seventy-five (175) working days. Records of sick leave credit and use shall be maintained by each office or department in the Cook County Time and Attendance System.

~~(b) Subsequent to December 3, 1962, sick leave may be accumulated to equal but at no time to exceed 120 working days at the rate of 12 working days per year. Records of sick leave credit and use shall be maintained by each office, department, or institution. Severance of employment prior to the use of any part of such sick leave terminates all rights for compensation hereunder. Amount of leave accumulated at the time when any sick leave begins shall be available in full, and additional leave shall continue to accrue while an employee is using that already accumulated.~~

~~(e) Sick leave may be used for illness, disability, or injury of the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability, or injury, in the immediate family of the employee. After five consecutive sick days, employees shall submit to their department head a doctor's certificate as proof of sickness. Maternity leave shall not be considered as sick leave.~~

~~(d) If, in the opinion of the head of the executive head of the office, or department, or institution, the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine to his/her sick leave, vacation, and sick leave and personal days, with the approval of from the Bureau Chief, Bureau of Human Resources.~~

~~(e) The employee may apply for disability under the rules and regulations established by the Cook County Annuity and Benefit Fund Retirement Board.~~

(f) Severance of employment prior to the use of any part of such sick leave terminates all rights to such sick leave accrual and compensation for such sick leave, except in the case of a reduction in force resulting in employees being laid off and recalled from layoff status. If an employee is recalled from layoff status into the same or a new position in the County Agency, and defined in Section Three of the Budget

Resolution, from which the employee was laid off, the employee shall receive the full benefit of the sick leave accrual severed from the employee at the time of layoff.

Effective date: This ordinance shall be in effect immediately upon adoption.

Legislative History : 7/25/18 - Board of Commissioners - refer as amended in the errata to the Legisla

[18-1126](#)

Sponsored by: PETER N. SILVESTRI, Cook County Board of Commissioners

PROPOSED ORDINANCE AMENDMENT

ESTABLISHING THE COOK COUNTY HEALTH AND HOSPITALS SYSTEM

BE IT ORDAINED, by the Cook County Board of Commissioners, that Chapter 38, HEALTH AND HUMAN SERVICES, ARTICLE V, COOK COUNTY HEALTH AND HOSPITALS SYSTEM, SECTION 38-80 of the Cook County Code is hereby amended as Follows:

Sec. 38-80. General powers of the System Board.

Subject to the Mission of the CCHHS and consistent with this article, the System Board shall have the following powers and responsibilities:

(a) To appoint the Chief Executive Officer of the CCHHS ("CEO") or interim CEO, if necessary, as set forth in Section 38-81 hereinafter, to hire such employees and to contract with such agents, and professional and business advisers as may from time to time be necessary in the System Board's judgment to accomplish the CCHHS' Mission and the purpose and intent of this article; to fix the compensation of such CEO, employees, agents, and advisers; and, to establish the powers and duties of all such agents, employees, and other persons contracting with the System Board;

(b) To exercise oversight of the CEO;

(c) To develop measures to evaluate the CEO's performance and to report to the President and the County Board at six-month intervals regarding the CEO's performance;

(d) To authorize the CEO to enter into contracts, execute all instruments, and do all things necessary or convenient in the exercise of the System Board's powers and responsibilities;

(e) To determine the scope and distribution of clinical services; provided, however, if the System Board determines that it is in the best interest of the CCHHS to close entirely one of the ~~three~~ two CCHHS hospitals, such closure will require County Board approval; provided further, however, that if the System Board determines it is in the best interest of the CCHHS to purchase additional hospitals, or to add or reduce healthcare-licensed, risk-bearing entities in CountyCare, the CCHHS shall, 15 calendar days before final approval, provide notice to the President and the Cook County Board of Commissioners, informing such persons as to the basic nature of any such transaction and shall offer to meet with such persons to brief them in more detail on specifics relating to such a transaction;

(f) To provide for the organization and management of the CCHHS, including, but not limited to, the System Board's rights and powers to approve all personnel policies, consistent with existing state laws, collective bargaining agreements, and court orders;

(g) To submit budgets for the CCHHS operations and capital planning and development, which promote sound financial management and assure the continued operation of the CCHHS, subject to approval by the County Board;

(h) To accept any gifts, grants, property, or any other aid in any form from the federal government, the state, any state agency, or any other source, or any combination thereof, and to comply with the terms and conditions thereof;

(i) To purchase, lease, trade, exchange, or otherwise acquire, maintain, hold, improve, repair, sell, and dispose of personal property, whether tangible or intangible, and any interest therein;

(j) In the name of the County, to purchase, lease, trade, exchange, or otherwise acquire, real property or any interest therein, and to maintain, hold, improve, repair, mortgage, lease, and otherwise transfer such real property, so long as such transactions do not interfere with the Mission of the CCHHS; provided, however, that transactions involving real property valued at \$100,000.00 or greater shall require express approval from the County Board;

(k) To acquire space, equipment, supplies, and services, including, but not limited to, services of consultants for rendering professional and technical assistance and advice on matters within the System Board's powers;

(l) To make rules and regulations governing the use of property and facilities within the CCHHS, subject to agreements with or for the benefit of holders of the County Board's obligations;

(m) To adopt, and from time to time amend or repeal bylaws and rules and regulations consistent with the provisions of this article;

(n) To encourage the formation of a not-for-profit corporation to raise funds to assist in carrying out the Mission of the CCHHS;

(o) To engage in joint ventures, or to participate in alliances, purchasing consortia, or other cooperative arrangements, with any public or private entity, consistent with state law;

(p) To have and exercise all rights and powers necessary, convenient, incidental to, or implied from the specific powers granted in this article, which specific powers shall not be considered as a limitation upon any power necessary or appropriate to carry out the CCHHS' Mission and the purposes and intent of this article;

(q) To perform, through the Cook County Department of Public Health, essential services of a local public health authority as provided in the Cook County Board of Health Ordinance, Sections 38-26 through 38-40 of the Cook County Code, other Cook County Ordinances imposing duties upon the Cook County Department of Public Health, and the regulations of the Cook County Department of Public Health promulgated thereunder; the Department of Public Health Act, 20 ILCS 2305/1 et seq.; the Civil Administrative Code of Illinois, 20 ILCS 2310/2310-1 et seq.; and as further detailed in regulations promulgated by the Illinois Department of Public Health under the Certified Local Health Department Code, 77 Ill. Adm. Code 600.110 et seq.; provided, however, that the County Board shall continue to serve as the Board of Health of Cook County; and

(r) To be the governing body of the licensed hospitals or other licensed entities within the CCHHS.

Effective date: This ordinance shall be in effect immediately upon adoption.

Legislative History : 7/25/18 - Board of Commissioners - refer to the Legislation and Intergovernmenta

[16-6437](#)

Sponsored by: LARRY SUFFREDIN, Cook County Board of Commissioners

PROPOSED ORDINANCE AMENDMENT

COOK COUNTY BOARD OF REVIEW OPERATION AND ADMINISTRATIVE FUND

BE IT ORDAINED, by the Cook County Board of Commissioners, that Chapter 34 Finance, Sec. 41 of the Cook County Code is hereby amended as Follows:

Sec. 34-41. - Cook County Board of Review Operation and Administrative Fund.

Beginning on or before January 1, 2017, the Board of Review of Cook County shall create a Cook

County Board of Review Operation and Administrative Fund, which shall be subject to appropriation by the Board, to be used to offset the costs incurred by the Board of Review in performing the additional duties required to fairly and impartially review the assessments of all property within Cook County. The Treasurer shall allocate any savings incurred from the defense of property tax appeals by the Board of Review to the Illinois State Property Tax Appeals Board to the fund as determined in conjunction with the Commissioners of the Board of Review. The Commissioners of the Board of Review shall be the custodian, ex officio, of this fund and shall use the fund to perform the duties required by the office. Expenditures shall be made from the fund by the Commissioners of the Board of Review for expenses related to the fair and impartial review the assessments of all property within Cook County.

Effective date: This ordinance shall be in effect immediately upon adoption.

Legislative History : 11/16/16 - Board of Commissioners - refer to the Legislation and Intergovernmen

Legislative History : 7/25/18 - Legislation and Intergovernmental Relations Committee - accept as subs

Legislative History : 7/25/18 - Legislation and Intergovernmental Relations Committee - recommend fo



Secretary

Chairman: Suffredin
Vice-Chairman: Fritchey
Members: Committee of the Whole